

Pacific Coast Athletic Conference

Commissioner, John Woods

DT: November 5, 2018

TO: Dr. Nabil Abu-Ghazaleh, President
Grossmont College

FM: John Woods, Commissioner
Pacific Coast Athletic Conference

RE: Men's Baseball/Athletic Department Violations

Utilizing information submitted by the Grossmont College Athletics Director, reporting member institution and the independent investigation, the following California Community College Athletic Association (CCCAA). Constitutional violations have been identified:

- A request for Official Interpretation was submitted by Grossmont College on June 7, 2018 related to Bylaw 3.5.7 of the CCCAA Constitution. The interpretation by the Constitution Committee was sent to the membership on June 28, 2018. Based upon the application of the ruling to the baseball league operating on the Grossmont College Baseball Field the Athletic Director informed his Vice-President that violations had occurred and recommended reporting those violations to the conference commissioner. Unfortunately, in reading e-mails and testimonies, the Grossmont College staff made a number of decisions inconsistent with CCCAA Constitution and failed to report the violations.

After receiving the interpretation by the Constitution Committee, a Pacific Coast Athletic Conference (PCAC) member institution asked for an inquiry into the baseball league operating on the Grossmont College campus. Grossmont College did not self-report the violations. This constitutes a violation of Article 7.4.7.2.

In reviewing the application of the June 28, 2018 interpretation to the San Diego Coastal League (SDCL) operating on the Grossmont College campus, the following violations were documented and confirmed by testimonies during the independent investigation.

- Tim Halbig Sr. was a Grossmont College Board approved member of the baseball staff for the Spring of 2016, 2017 and 2018. The nature of his involvement was listed as an "Assistant Baseball Coach." Tim Halbig Sr. was also the administrator for the SDCCL. In 2016, 2017 and 2018 there were more the 2 members of the Grossmont College Baseball team participating in the SDCCL. As a college representative, this constitutes a violation of Bylaw 3.5.7 of the CCCAA Constitution.
- Additional violations of Bylaw 3.5.7 involved assistant baseball coaches Sam Peppers and Robert Aguirre who coached more than two Grossmont College baseball players with remaining eligibility during one or more of the three seasons. This also represents a violation of Bylaw 3.5.7.
- The above findings are supported by documents and testimonies.

During the investigation, information provided indicated that members of the baseball staff may be in violation of Bylaw 2.8.2, which requires all athletic personnel, volunteers, representatives and those agents who are approved by the athletic program to be involved in the athletic program shall complete the full online exam for their position, with a minimum score of 80 percent and attend a certification and information (in-service) regarding the Constitution and Bylaws. This must be completed once each year.

- Tim Halbig Sr. did not complete either requirement for 2016, 2017 or 2018. Also, other assistant coaches failed to meet at least one of the requirements during the 2015-16 year.
- This constitutes multiple violations of Bylaw 2.8.2.

The multiple violations by the Grossmont College Athletic Department represents a Level II Violation found in Article 7.4.11 of the CCCAA Constitution. A number of required sanctions have been applied with additional self-imposed sanctions recommended by Grossmont College (GC).

In response to the information provided from all sources, President Nabil Abu-Ghazaleh did recommended self-imposed sanctions. They are identified on the document as (GC). The majority of those recommendations have been accepted by the PCAC with some modifications.

The following sanctions will be applied to the Grossmont College Athletic Department and the Baseball Team.

- The Grossmont College Athletic Department will be on formal probation for one-year beginning November 1, 2018, including three years of informal probation (PCAC).
- The Grossmont College Baseball Program will be on formal probation for two-years followed by three years informal probation (PCAC).
- The Grossmont College Baseball Team will be banned from in-state recruiting for one year (PCAC).
- Head Baseball Coach Randy Abshire will be suspended for the first six (6) games of the 2019 season. No involvement with the team during the six (6) games, including practices and games (GC).
- Assistant Coaches Sam Peppers and Robert Aguirre will be suspended for three (3) games each. No involvement with the team during the three (3) game including practice and games. The Assistant Coaches suspensions will fall within the six-game timeframe levied against the Head Baseball Coach, but may be staggered to allow for proper supervision of the 2019 baseball team (GC).
- Grossmont College will not be allowed to provide rental use of the baseball field for a Spring/Summer Baseball League for two consecutive years (GC).
- Grossmont College administration will not allow incoming or returning players with eligibility to participate in baseball leagues operating on the Grossmont College campus following the two-year restriction (GC).
- No members of the Grossmont College Baseball Staff will be not allowed to participate as a coaches or administrators in any baseball league operating on the Grossmont College campus following the two-year restriction (GC).

The PCAC would like to commend President Nabil for his cooperation and direct action once he became aware of the scope and depth of the allegations.

Please note that the CCCAA Constitution provides due process/appeal opportunities identified in Article 7. Feel free to contact my office if you have any questions regarding the process.

CC: Dr. Marsha Gable, Vice President
Grossmont College
Dave Evans, Interim Athletic Director
Grossmont College